

ABSTRAK

Diah Ayu Rachma, 111211133056, Hubungan Antara Kepribadian Dengan Kemampuan Adaptasi Lintas Budaya Pada *Expatriate Leader*, Skripsi, Fakultas Psikologi Universitas Airlangga, 2016, x + 80 halaman, 9 lampiran

Penelitian ini bertujuan untuk mengetahui hubungan antara kepribadian dengan kemampuan adaptasi lintas budaya pada expatriate leader, Sebanyak 20%-50% expatriate leader tidak mampu menyelesaikan tugas di negara tujuan, sehingga para expatriate ini harus kembali ke negara asal dalam waktu satu tahun pertama masa kerja mereka (Black & Gregersen, 1998; dalam Evans, 2012). Indonesia sendiri telah menjadi bagian dari MEA, sehingga pertukaran barang dan jasa termasuk expatriate leader mudah terjadi. Expatriate leader yang tidak mampu beradaptasi lintas budaya akan berdampak pada perusahaan dan individu (Lenville, 2012). Perusahaan akan mengalami kerugian secara finansial dikarenakan biaya kompensasi dan sebagainya, sedangkan individu akan kehilangan rasa percaya dirinya dan kurangnya penghargaan serta reputasi di mata rekan kerja (Mendenhall & Oddou, 1986; dalam Lenville, 2012).

Tipe penelitian ini adalah kuantitatif dengan menggunakan analisis multiple regression dengan bantuan program IBM SPSS Statistic 24 for Macintosh. Subyek penelitian ini adalah expatriate leader baik laki-laki maupun perempuan yang berjumlah 35 (laki-laki 21 orang dan perempuan 14 orang). Variabel kepribadian diukur dengan menggunakan the five factor model yang ditulis oleh McCrae & Costa (1992) yang diambil dari <http://ipip.ori.org>. Sedangkan adaptasi lintas budaya diukur dengan CCAI yang ditulis oleh Meyers & Kelley (1992 dalam Montagiani, 1996).

Hasil penelitian menunjukkan ada hubungan antara kepribadian dengan kemampuan adaptasi lintas budaya, selanjutnya dimensi dari variabel kepribadian yang memberikan pengaruh signifikan dengan kemampuan adaptasi lintas budaya pada expatriate leader adalah Conscientiousness dengan arah negatif, Emotional Stability dengan arah positif, dan Openness dengan arah positif. Sedangkan kepribadian extroversion dan agreeableness tidak memberikan pengaruh yang signifikan terhadap kemampuan adaptasi lintas budaya pada expatriate leader.

Kata kunci: Kepribadian, *The Five Factor Model*, Kemampuan Adaptasi Lintas Budaya, *Expatriate Leader*.

Daftar Pustaka, 27 (1996-2016)

ABSTRACT

Diah Ayu Rachma, 111211133056, Personality Correlation With Cross-cultural Adaptability of Expatriate Leader, Undergraduate Thesis, Faculty of Psychology Airlangga University, 2016, x + 80 pages, 9 appendices

The purpose of this research is to determine the correlation between personality and cross-cultural adaptability among expatriate leaders, for 20% - 50% expatriate leader was unable to complete the task in the country of destination, so that the expatriate must return to their home countries within the first year of their employment (Black & Gregersen, 1998; in Evans, 2012). Indonesia itself has become part of the MEA, so the exchange of goods and services including expatriate leader easily occurs. Expatriate leaders who are not able to adapt cross-culturally will have an impact on companies and individuals (Lenville, 2012). The company will suffer financial losses due to the cost of compensation and so on, while the individual will lose his self-confidence and gain lack of respect and reputation in the eyes of co-workers (Mendenhall & Oddou, 1986; in Lenville, 2012).

This type of research is quantitative, data analysis in this research uses multiple regression with the assistance of IBM SPSS Statistic 24 for Macintosh program. The subjects of this study is conducted on both male and female expatriate leaders. There are 35 subjects in this research (21 males and 14 females). Personality variables are based on the five factor model written by McCrae & Costa (1992), retrieved from <http://ipip.ori.org>. Whereas cross-cultural adaptability is based on Meyers & Kelley (1992) on Montagliani, 1996).

The results showed relationship between the personality of the cross-cultural adaptability, dimension of personality variables have a significant impact with a cross-cultural adaptability in the expatriate leader is Conscientiousness with negative direction, Emotional Stability with positive direction, and Openness with positive direction. For personality of extroversion and agreeableness did not have a significant influence on the cross cultural adaptability of the expatriate leader.

Key words: *Personality, The Five Factor Model, Cross-cultural Adaptability, Expatriate Leader.*

References, 27 (1996-2016)